Defining Principles of Creative Collaboration

COMMUNITY:
- The group understands a **shared purpose**
- The group shares common **values, mission** and **goals**
- Members feel they are **part of something larger** than ones self
- Members identify what brings them together then **reflect** and **act** on their goals

OWNERSHIP:
- Members **set goals** and work to achieve them
- Each member assumes individual **responsibility** for the good of the group
- Each member holds each other **reliable** for doing their share
- Everybody has a certain amount of **control** over the outcome of the product

COMMUNICATION:
- **Information flows freely**
- **Formal and informal** communication is encouraged
- **Honesty** is expected and rewarded
- GroupThink is discouraged
- People **don't fear** discussing problems or communicating ideas
- Productive communication and work is achieved **without supervision**
- **Diversity** of ideas and **multiplicity** of views are available

CLARITY OF ROLES:
- Members **understand their roles** & **responsibilitie**s in relation to the project
- **Rules and consequences** are clearly defined
- **Boundaries** are set so people can work freely within them
- People are **flexible to assume new roles** when the need exists
- People **let go of roles** when the need no longer exists

SHARED POWER:
- **Consensus** is sought in problem solving
- **Decision-making** is shared
- Each member **contributes** to the creative process
- The product **represents all members** contribution
- Strategies are in place so that **all voices** are heard

SHARED LEADERSHIP:
- Leaders **emerge** or are **voted** on by the group
- Members **rotate** leadership roles
- All members can **critique** work